

## **EXHIBIT-A1**

**To Agreement by and between  
Monterey County Agricultural Commissioner, hereinafter referred to as "County"  
AND  
Resource Conservation District (RCD), hereinafter referred to as "CONTRACTOR"**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

**A.1** CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below:

##### **Tasks & Deliverables**

##### **1. Weed Management Area**

Assist in mapping and control of invasive weeds as requested. Assist in coordinating and reporting weed management activities of WMA partners (80 hours of Ecologist time; 40 hours of Exec Director)

Deliverable: Summary of Activities

##### **2. Arundo Removal Program**

Coordinate with regulatory agencies and consultants to implement and expand the Arundo and invasive species removal program in the Salinas River Watershed. Monitoring of program results and impacts. Includes \$15,000/year for herbicide, \$5,000/year for Arc-GIS and \$5,000/year for DENDRA, Inc consultation. (270 hours of Ecologist and 120 hrs. of Executive Director)

Deliverables: Funding applications/sources and Permit summaries; Work Summaries (acreage treated, effectiveness monitoring, etc.)

##### **3. Technical Assistance and Outreach to Growers (English and Spanish)**

Coordinate erosion control planning and site visits, irrigation and nutrient management and coordination with MCAC and RMA staff requests for information or consultation. (300 hours Engineer, 50 hours Exec Director)

Deliverables: Summary of Activities

##### **4. Represent Agriculture to regional resource management efforts**

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Not to Exceed \$322,650

Provide voice for agricultural community and input for collaborative ag water quality programs and project development in the region (Integrated Regional Water Management, Storm water Management, Ag Water Quality Alliance, etc.); promotion of IPM practices and pest management tools employed in conservation agriculture and resource protection projects. (80 hours of Exec Director time)

**5. Conservation Farming in Monterey County and Farmer Partners profiles video**

Four to five minute videos about what makes Monterey County farming unique and the challenges of hillside farming and conservation practices implemented; farmers who have successfully worked with MCAC and RCD, sharing their experience and projects (ex. Might include projects Ben will be presenting about for Ag Expo-- produced in English and Spanish) --100 hours of Project Administrator time; Farmer profiles/Sustainability showcase: 2-3 minute videos profiling a farmer or sustainability topic Monterey County farmers who are addressing natural resource management concerns on their property (erosion control, water quality BMPs, plastic waste, food waste, etc)--50 hours of Project Administrator time; Conservation Practices videos: 45 seconds to 1 minute videos to be posted on website summarizing each Conservation Practice--6.25 hours of Project Admin time Public leaders bus tour and lunch for elected officials and agency heads to show landowner conservation/stewardship practices in Monterey Co.

All invoices will be accompanied by a report of activities at least once every three months and as often as monthly.

**B. PAYMENT PROVISIONS**

**B.1 COMPENSATION/ PAYMENT**

County shall pay an amount not to exceed \$322,650 for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

**Personnel Costs:**

RCDMC Executive Director: \$93/hr (2017-18); \$96/hr (2018-19); \$98/hr (2019-20)  
RCDMC Agricultural Engineer: \$78/hr (2017-18); \$80/hr (2018-19) \$82/hr (2019-20)  
RCDMC Design Engineer: \$80/hr (2017-18); \$81/hr (2018-19) \$85/hr (2019-20)  
RCDMC Conservation Ecologist: \$61/hr (2017-18); \$64/hr (2018-19); \$67/hr (2019-20)  
RCDMC Program Administrator: \$59/hr (2017-18); \$60/hr (2018-19); \$63/hr (2019-20)  
RCDMC Field Tech: \$53/hr (2017-18); \$54/hr (2018-19) \$56/hr (2019-20)  
RCDMC Seasonal Biologist: \$43/hr (2017-18); \$44/hr (2018-19) \$46/hr (2019-20)

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Expenses:

Arundo Management Consultant (DENDRA, Inc.): \$85/hour in 2017. The hourly rate not to exceed \$92 per hour for the term of the agreement.

Travel is reimbursable at current County mileage rates and materials and supplies such as herbicide, personal safety equipment, printing for erosion educational materials, and technology to support work as needed. All are likely taxable. Such expenses would only be incurred with prior permission from Agriculture Department personnel.

Additional Reimbursable Expenses:

GIS system setup, software, licenses, tablets and monthly service not to exceed \$8,000 per year.

(ALL TAXABLE ITEMS SHOULD BE CLEARLY IDENTIFIED. It is preferable to state the tax rate applied in parenthesis and all taxes should be listed as a separate line item.)

County and CONTRACTOR agree that CONTRACTOR shall be reimbursed for travel expenses during this Agreement. CONTRACTOR shall receive compensation for travel expenses as per the "County Travel Policy". A copy of the policy is available online at [www.co.monterey.ca.us/auditor/policies.htm](http://www.co.monterey.ca.us/auditor/policies.htm) to receive reimbursement, CONTRACTOR must provide a detailed breakdown of authorized expenses, identifying what was expended and when.

CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

## **B.2 CONTRACTORS BILLING PROCEDURES**

NOTE: Payment may be based upon satisfactory acceptance of each deliverable, payment after completion of each major part of the Agreement, payment at conclusion of the Agreement, etc.

County may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this Agreement.

No payments in advance or in anticipation of services or supplies to be provided under this Agreement shall be made by County.

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County shall not pay any claims for payment for services submitted more than four (4) months after the calendar month in which the services were completed.

DISALLOWED COSTS: CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.

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